



# Kentucky Annual EEO, Diversity & Leadership Conference

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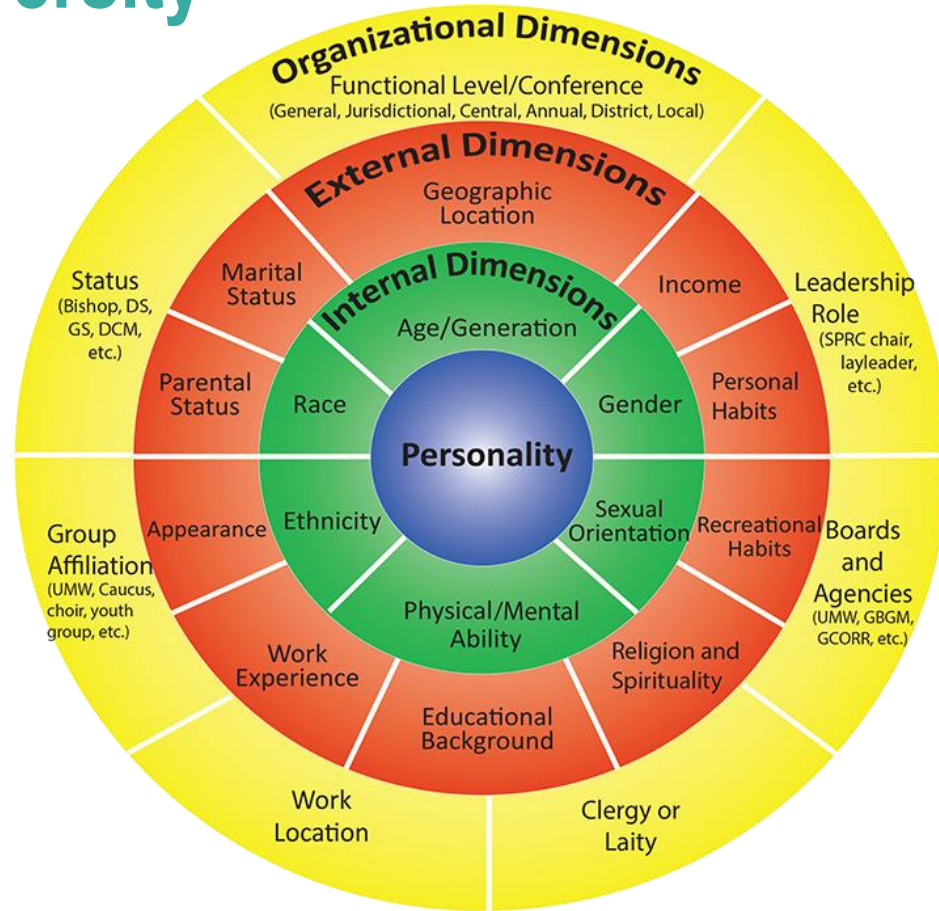


# Global D&I Vision



An inclusive place  
where potential is  
sought out,  
developed, and  
elevated to all  
levels of leadership

# Types of Diversity



# Our Time Together

- Explore the impact of Diversity and Inclusion on Brands
- Understand why Diversity & Inclusion is important...from Business Perspective
- Share what we (Business) are looking for in Talent
- Why does this matter to “YOU”?
- What do I/We need to do now?



## Consumer/Brand Impact

# Commercials that...well...



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# A Few Other... “examples”

**A bride was angry her African American friend didn't want to attend her wedding at a plantation, and people think she's in the wrong**







## Arrest of two black men in Starbucks sparks protests



# Media's Forward Look



...and When We Step Out There and Get It Right 😊



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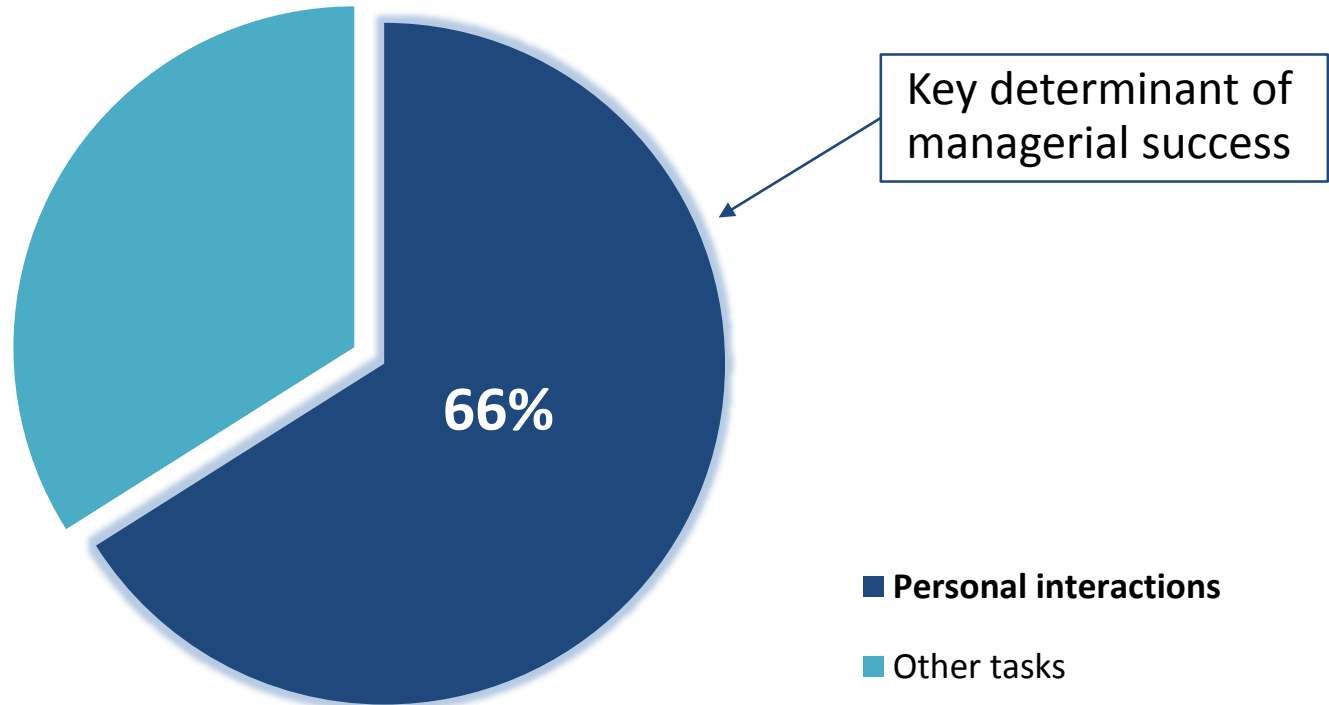




# Workplace Impact

# Importance of Interpersonal Skills

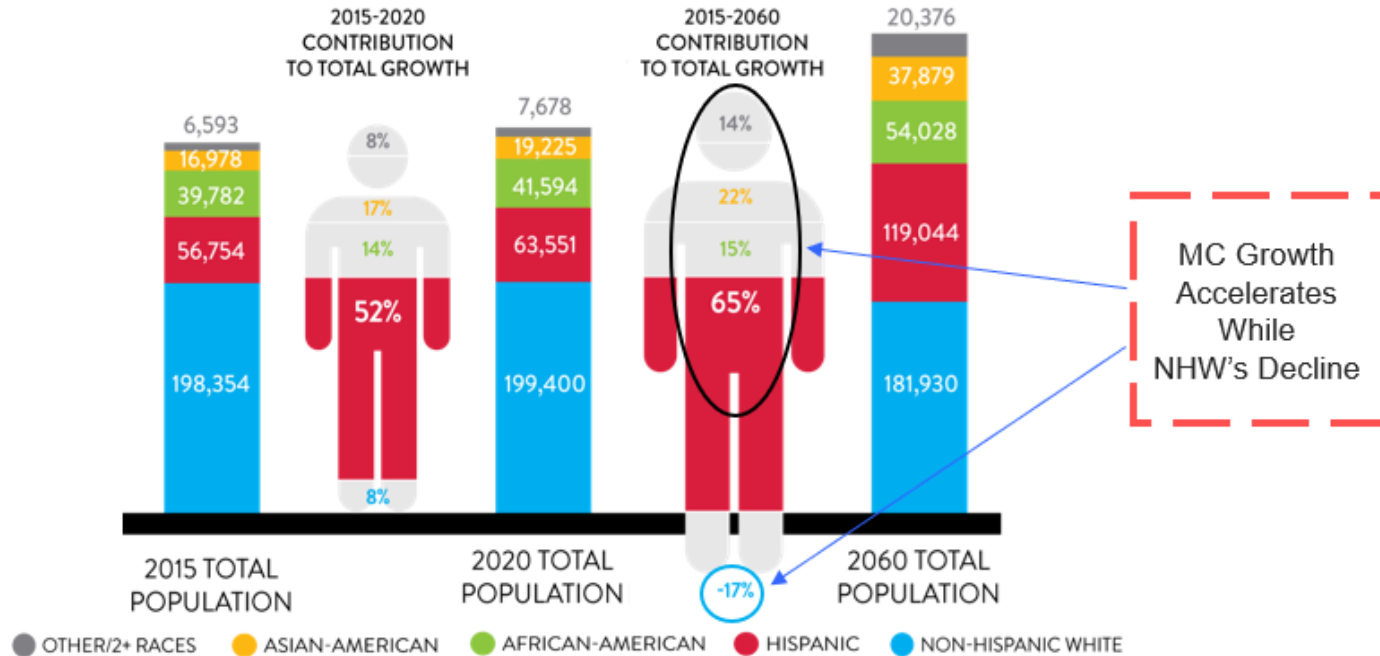
How Managers Spend Their Time





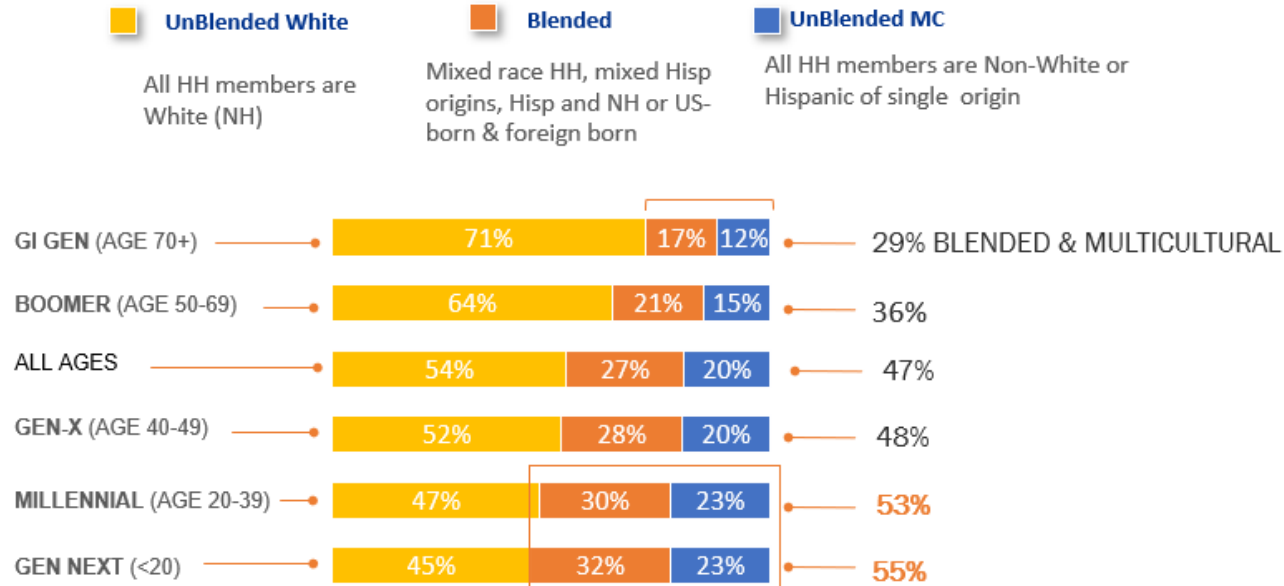
# All Future U.S. Growth Will Come From Multi-Culturals

All future U.S. growth will come from the multicultural and blended population as the non-Hispanic white population declines





# The Blended Household Population by Generation



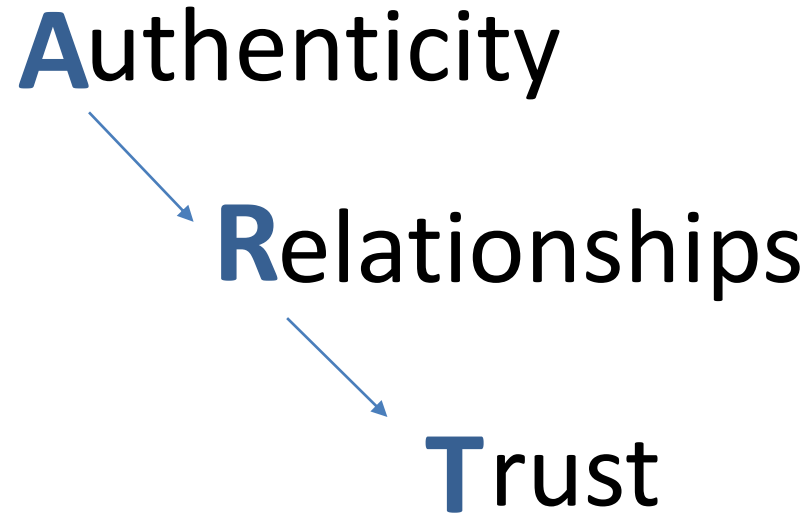
Population in Blended Households + MC Households now accounts for the majority (53%) of the under 50 American population

	<50	50+
% of Total US Population	66%	34%
UnBlended NHW Pop	47%	66%
UnBlended MC + Blended Pop	53%	34%



**We Need Your Leadership!**

# Inclusive Leadership is about the “ART”



# Questions for an A.R.T Building Conversation

- What is it that I need to know about you that I don't?
- What is it that you would like me to know about you that I don't?
- What is that I need to know about your experience here that I don't?



**Yeah James but, Why Does this Matter to Me?**





# So What Do **We** Need to Do...Like Right Now?

Be INTENTIONAL About Attracting Diversity Talent

Protect and Strengthen Our Communities

Invest in Our States Workforce

Recognize our Need to Create Welcoming &  
Inclusive Environment for ALL

APPROACH THIS MISSION WITH AN “ABUNDANCE” MINDSET!!!



# So What Do I Need to Do...Right Now?

Practice the “Platinum Rule”...

Treat Others the way THEY want to be Treated!

Use the ART Questions and Start A New Relationship

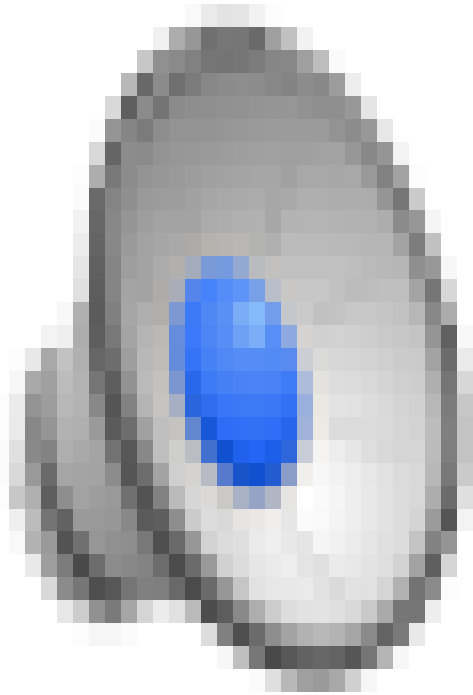
Simply be Kind to Others...and I Mean ALL OTHERS!

If You are Not Sure what I Mean, Ask Yourself this Question...

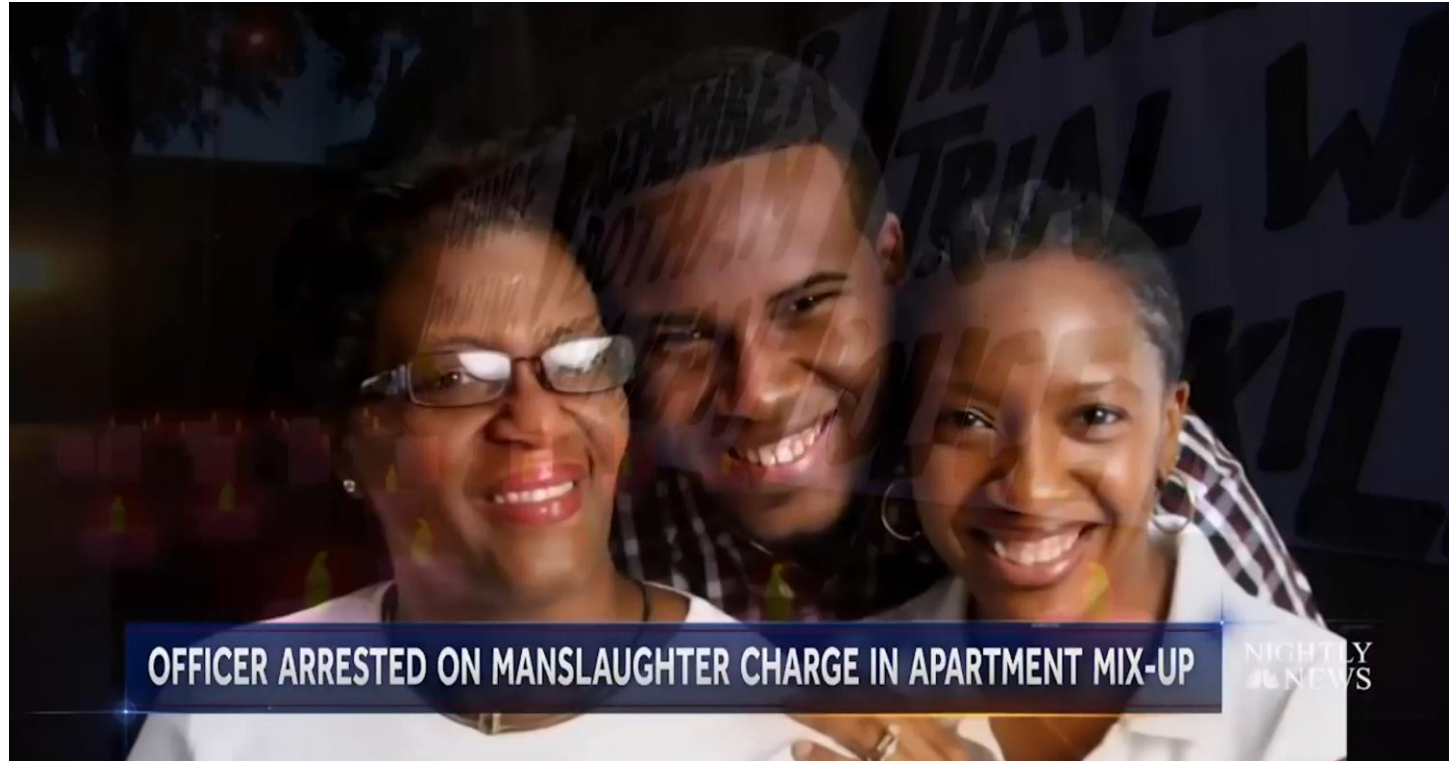
**HOW IMPORTANT IS IT TO SEE  
SOMEONE LIKE YOU?**



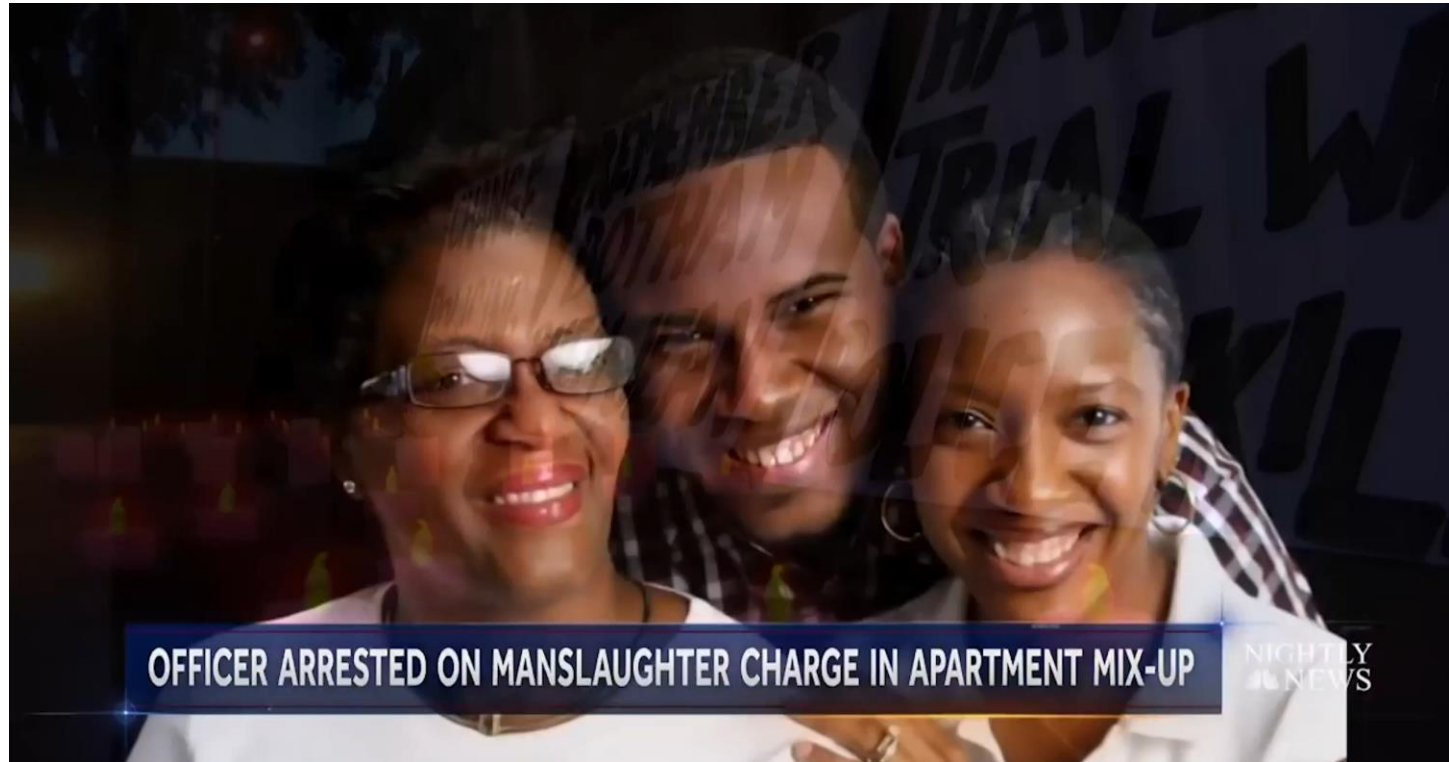
# World's Apart?



# We Have The Ability to Effect Change



# We Have The Ability to Effect Change





A WORLD  
— with —  
MORE





**Mom gets to enjoy a hot dinner thanks to an Olive Garden waitress who took 'when you're here, you're family' to the next level**

